

SOUTHWESTERN ASSEMBLIES OF GOD UNIVERSITY  
HARRISON SCHOOL OF GRADUATE STUDIES

MOTIVATION, TEAMS, COACHING, & MENTORING  
LDR 5283-531

INSTRUCTOR:  
DR. ROBIN BLAKNEY

ASSIGNMENT: Book Interaction: "Becoming a person of influence,"  
by John C. Maxwell & Jim Dornan

STUDENT DATA:

Name: Daniel De los Reyes

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**Point 1: If your life in any way connects with other people, you are an influencer.**

Interaction to point #1. In their thesis, Maxwell and Dorman affirm that "if your life in any way connects with other people, you are an influencer" (2006, p. 3). Maxwell and Dorman imply that it does not matter what position someone holds; everybody can affect others for good or evil. The level of impact depends on the level of intentionality that someone exercises.

The term influencer has become quite controversial in the last few years, as many people with large numbers of followers online affirm they are influencers. The misuse of this term has led us to believe that influencers are "grabbers" because the label tends to apply to people who want to grab something from you or sell you on some product or idea. That picture is far from the truth. As the book describes them, influencers add value to people and enrich others before benefitting from them. In this sense, I would add to point number one that you are an influencer if you connect with someone and, most importantly, add real value to their life.

**Point 2: Without influence, there is no success.**

Interaction to point #2. Influence is a tool that has two purposes. First, influence allows us to develop others; we can build people up by carefully crafting the message we speak over them. Secondly, influence also allows the leader to accomplish goals and objectives. Maxwell and Dornan affirm, "without influence, there is no success" (2006, p. 3), meaning that the level of success in a person's life depends on how well they can influence others. A leader must rely on others, and to accomplish this, he needs influence.

One must note that the secondary purpose of influence is not good nor evil. It is neutral. Good leaders will use their influence to lift others, and bad leaders will leverage others only for their benefit. The authors state, "the goal of influence is not manipulation; it is participation" (Maxwell & Dornan, 2006, p. 29). A great leader will decide to balance their influence to pour into the people entrusted to them and further utilize it to accomplish the task at hand. Not to manipulate others, but to help them understand their role to achieve goals.

**Point 3: A leader must embody integrity.**

Interaction to point #3. To be able to gain influence with people, a leader must model integrity. Integrity allows the leader to obtain buy-in from their followers. A leader must not only do what is proper when people are watching; he must do the right thing even when no one is watching. The authors quote Phillips Brooks, "Character is made in the small moments of our lives" (Maxwell & Dornan, 2006, p. 21). Crises will test the integrity of a leader, but his day-to-day mindset reveals his character.

I agree with this point; a leader must live out his principles. But, unfortunately, I have witnessed the effects of leaders who declared themselves to be somebody in public while living a much different life in private. Their facade works for some time, but the results are devastating when their followers discover the truth.

I do not believe that by integrity, the authors mean that the leader must be perfect. In their book, the authors added a definition from Webster's New Universal Unabridged Dictionary; integrity is "adherence to moral and ethical principles; soundness of moral character; honesty" (Maxwell & Dornan, 2006, p. 21). When the leader walks in honesty, he might make mistakes, but integrity will lead them to confess

and correct them; and this is more valuable than a leader pretending to be someone they are not.

**Point 4: The nature of influence is to multiply.**

Interaction to point #4. The authors state, "The nature of influence is to multiply" (Maxwell & Dornan, 2006, p. 111). One of the things that we must understand in leading others is the ripple effect that our actions generate. For example, words spoken over somebody can affect their performance at work and home with their family and personal relationships. Leaders who influence others well understand that their actions go beyond the person they interact with; they affect many people.

I agree with this point, "when you influence leaders, you indirectly influence all the people they influence" (Maxwell & Dornan, 2006, p. 196); this principle transcends. Imagine for a moment that all Sunday school teachers understood that potentially, the next Billy Graham or Mother Teresa could be sitting in their class. Would this not motivate somebody, knowing that they could reach hundreds of thousands, not by themselves but through the children they are educating? By encouraging others to understand this principle, we could influence great multitudes. If only we all understood that our present actions could unlock a chain effect in others for the better.

**Point 5: Motivation without mentoring is a tragedy.**

Interaction to point #5. Maxwell and Dornan make the declaration that "Most people don't have a natural knack for spotting their greatest areas of potential. They need help doing it, especially as they begin growing and striving to reach their potential" (Maxwell & Dornan, 2006, p. 121). Influencers must motivate their followers into action;

however, there are cases where that is not enough. In such cases, the leader must dig deeper to help their follower navigate through expectations.

I agree with this point, and it is a central problem I encounter with motivational speakers who do a great job at exciting people but fail to create systems that nurture people through a development process. On the other hand, the nature of human relationships is chaotic, and we can invest and mentor others and fail miserably to make an impact in their lives. However, a leader who enlarges others will never run out of influence. Coaching and mentoring others in their growth areas can be messy, but seeing others develop into whom they ought to be is immensely rewarding.

**Point 6: Never be afraid to hire or manage better people than you at specific jobs.**

Interaction to point #6. The authors argue that organizations become better by having managers who can handle people whose potential exceeds their own in certain areas. "If only a couple of people in the organization can do the leading, the organization can't flourish" (Maxwell & Dornan, 2006, p. 197). Selfless leaders are more likely to lead more vital organizations; putting the organization first will give it a strong future.

I agree with this point, though accomplishing it creates many challenges. If a manager or organizational leader is doing his job well, he will hire others who surpass his abilities, guaranteeing corporate survival. At Northplace Church, where I work, we say that "if you work yourself out of a job, you will never run out of work." Our church leadership explains this by saying that if you can raise and train others to do what you do well or better, you are the kind of leader this organization needs, and they will ensure you have more work in the future.

**Interaction with the video on the subject of becoming a person of influence.**

In the video, Dr. Blakney explains what he needs to see in a person before allowing them to influence his life. Dr. Blakney mentioned that the first attribute in a person of influence is discipline. Before they can affect anybody, they must demonstrate they can lead themselves and show control in their personal life. A person demonstrates their spiritual growth by reading their Bible and devoting time for church attendance and fellowship with other believers to feed in their spiritual life. In their family life, it means being a good parent and dedicating time to the well-being of their home.

The second attribute to consider is timeliness; this includes not wasting personal time and the time of others. If you consistently show up late to meetings and over-extend your schedule, you are not just affecting yourself but the people you lead. Managing time means you are managing resources. If you are consistently wasting time, either your or others, you are not a good steward.

Neatness is the third attribute that Dr. Blakney considers. A person who strives to influence others keeps things orderly. The more uncluttered and tidy a person is, it often allows them to set their minds free to accomplish their goals. On the other hand, a messy office is unimpressive and speaks poorly about you to anyone who encounters it.

The fourth attribute to consider in a person of influence is excellence. Excellence is performing a task well, no matter how small or big the job is. People who pursue excellence never use the phrase, "this will do." Excellence is the opposite of mediocrity, just getting by or good enough; it goes above and beyond for others.

A person of influence does the right thing even when no one watches. Taking the right road is not always taking the easy route. People who do the right thing see

confrontation as a way to build relationships. The influence of someone who will do the right thing lasts longer and has a better impact than that of someone who chooses the easy route.

### **Reading statement**

I, Daniel De los Reyes, have read 100% of the book.

## References

Maxwell, J. C., & Dornan, J. (2006). *Becoming a Person of Influence: How to Positively Impact the Lives of Others* (08/27/2006 edition). HarperCollins Leadership.